

WiP THEME: *Mentorship & Sponsorship*

How do you go about finding a mentor? How do you mentor others?

1. Here are some ideas for exploring the role of mentorship with your Women inPower chapter:

- Do you currently have a mentor? What works well in your relationship with him or her?
- Have you had a relationship with a mentor in the past that didn't work well? What would you have done differently?
- Can anyone share advice for how they approached someone to be a mentor? How did they ask? Remember you can also mentor your peers. Is there someone who is a colleague of equal standing that you could pair up with to mentor one another?
- Who can share her experience with sponsorship? The idea that someone more senior than you not only offers guidance but proactively opens doors for you (for example, by actively recommending you for projects and/or promotions, etc.).
- Is there someone more junior than yourself you could offer to mentor?

2. Plan an activity for your chapter. Host a Mentorship Speed Matching Night.

- You can invite more senior women to volunteer to mentor your chapter members, or you can give your chapter members the opportunity to mentor younger members of your community, or you can simply match with one another for peer mentorship.
- If you are reaching out to more senior women, you can use our sample outreach letter in the Resources section.
- Confirm that your mentors will commit to checking in with their mentees at least three times after they are matched. This can be a phone call, Skype or in person.
- You should plan to have at least one mentor for every two (or three) mentees. It is important to confirm attendance for this event in advance so you know you have enough people to pair up.

At the event

- Arrange your chapter members in groups of two (or three).
- Ask each mentor to visit for one to two minutes with each group. Have your chapter members tell the mentor a little about themselves, their interests and goals. Keep it short and sweet!

- After two minutes, ask everyone to rotate to the right so the mentors can meet with the next group.

After the event

- Ask each mentor for two to three names of whom they would like to mentor, and then connect the pairs.
- Remind your mentors to follow up with their mentees!

If you don't have more senior members of your community you can invite, don't worry! You can do this event with your chapter members. Just have people break up in pairs and follow the same format.

If you want to turn this into a mentoring opportunity for your chapter members, have them each invite a more junior woman they know. Use the format above, but have chapter members play the role of the mentors.

3. Invite a speaker to talk about his/her experience. Some ideas of people you can ask:

- Brainstorm for senior women in your community. Most likely, anyone who has reached a senior-level position has some experience with mentorship and/or sponsorship. Ask two to three women to speak as part of a panel on the topic. You can suggest they discuss mentorship and sponsorship and their experiences with both.
- Ask your chapter for ideas. Pool your connections and identify someone you may already know.

How did it go? Did you find something worked particularly well or not so well? Did you follow the script or make up your own? What did your group learn? Share your experiences in the Women inPower Facebook group so we can all learn from each other.